

12th March 1958]

## APPENDIX I.

[Vide answer to the starred question No. 290 asked by Sri V. K. Kothandaraman at the meeting of the Legislative Assembly held on 12th March 1958, page 172 supra.]

Year.			Number of beedi factories registered under the Factories Act, 1948.	Number of workers employed in those factories.
1949	..	..	30	384
1950	..	..	192	4,717
1951	..	..	115	2,264
1952	..	..	72	1,171
1953	..	..	67	2,248
1954	..	..	49	1,608
1955	..	..	33	1,260
1956	..	..	102	2,197
1957	..	..	49	1,458

## APPENDIX II.

[Vide answer to starred question No. 294 asked by Sri M. Kalyanasundaram and Sri N. K. Palanisami at the meeting of the Legislative Assembly held on 12th March 1958, page 178 supra.]

[SUBJECT.—*Scheme of bonus to drivers and conductors and technical workers in Madras State Transport Department.*]

(G.O. Ms. No. 3164, Home, dated 13th November 1956, and G.O. Ms. No. 3296, Home, dated 26th November 1956.)

## I

**G.O. Ms. No. 3164, Home, dated 13th November 1956.**

[Motor Vehicles—Madras State Transport Department—Establishment—Drivers and Conductors—Payment of bonus—Orders.]

1. (i) The Government sanction the payment of a bonus of Rs. 10 (rupees ten only) per mensem to drivers and conductors of

[12th March 1958]

the Madras State Transport Department who earn a total of not less than 90 per cent of the marks specified below :—

DRIVERS. Condition.	Number of marks.	CONDUCTORS. Condition.	Number of marks.
(1)	(2)	(3)	(4)
1 Completion of scheduled mileage prescribed for the route-calculation to be made on the basis of 22 days of duty in a month except in February when the number of days will be 20.	60	1 Completion of scheduled mileage prescribed for the route-calculation to be made on the basis of 22 days of duty in a month except in February when the number of days will be 20.	60
2 Freedom from accidents..	20	2 No cash discrepancy (Cash discrepancy excess or shortage not exceeding Rs. 2 per mensem not taken into account).	20
3 Absence of complaints (Deduct 5 marks for each complaint).	20	3 Absence of complaints (Deduct 5 marks for each complaint).	20

(ii) The scheme of bonus referred to above is sanctioned for a period of one year from the 1st December 1956;

(iii) The total payment of bonus should, however, be limited to Rs. 5,000 (rupees five thousand only) per mensem, awards being made in the priority of marks obtained;

(iv) The Government direct also that if a Driver or a Conductor receives the bonus continuously for a period of 12 months, he should be given an advance increment in the scale of pay applicable to him and that, in the case of a daily-paid worker who receives the bonus continuously for a period of 12 months, he should be brought on to the monthly cadre as soon as a vacancy occurs irrespective of the rank he holds in the seniority list.

2. The Government sanction also the continuance up to the 30th November 1956, of the scheme of payment of efficiency bonus to drivers and conductors in the Madras State Transport Department last continued in G.O. Ms. No. 1020, Public Works, dated 16th March 1955 and G.O. Ms. No. 1679, Public Works, dated 4th April 1956 respectively, on the same conditions as specified in G.O. Ms. No. 467, Home, dated 8th February 1952 and G.O. Ms. No. 3002, Home, dated 22nd September 1953 respectively.

3. The expenditure should be debited to the relevant sub-heads of appropriation under "XLVI-A—Receipts from Road Transport Schemes—Deduct Working Expenses".

4. The Honorary Director of Government Transport is requested to review the position by October 1957 and to submit a report to Government on the need for the continuance of the scheme sanctioned in paragraph 1 above.

J. M. LOBO PRABHU,  
Secretary to Government.



12th March 1958]

## II

**G.O. Ms. No. 3296, Home, dated 26th November 1956.**

[Motor vehicles—Madras State Transport Department—Establishment—Technical Workers—Incentive bonus scheme—Sanctioned.]

READ—the following paper :—

From the Honorary Director of Government Transport, letters No. 21011/ML/56, dated 9th August 1956 and No. 21011/ML/56, dated 30th October 1956.

*Order—No. 3296, Home, dated 26th November 1956.*

The Government sanction the payment of an incentive bonus to the technical workers at the Bodyguard Lines Depot, the Patullo Road Depot, and the Government Transport Central Workshop, Chromepet, in accordance with the scheme outlined in the annexure to this order with effect from the 1st December 1956. The entire body of workers referred to above should be treated as one consolidated group for purposes of the scheme.

2. The Government direct also that if the workers score the bonus for three months continuously, an additional one per cent may be added for every month of scoring the bonus over the three continuous months, subject to a maximum of 3 per cent.

3. For the purpose of implementing the incentive bonus scheme cited sanction is accorded for the employment of the following staff for a period of six months from the date of employment or until the need ceases, whichever is earlier :—

<i>Serial number.</i>	<i>Designation.</i>	<i>Scale of pay.</i>	<i>Number of posts.</i>
(1)	(2)	(3)	(4)
1	General Foreman .. ..	150—10—250	1
2	Womas Clerks .. ..	35— 2— 55	2

4. The staff sanctioned in paragraph 3 above will, in addition to their pay, draw the dearness allowance and the house-rent allowance admissible under the orders in force.

5. The expenditure should be debited to the relevant sub-heads of appropriation under “XLVI—A. Receipts from Road Transport schemes—Deduct Working expenses”.

6. The Honorary Director of Government Transport is requested to send up to the Government a detailed review of the working of the scheme before it is continued beyond six months.

(By order of Governor)

J. M. LOBO PRABHU,  
*Secretary to Government.*

[12th March 1958]

## ANNEXURE.

(1) Incentive bonus scheme for technical workers shall apply to all technical workers from the rank of General Foreman down to cleaners, helpers and fitter mazdoors. The Ministerial staff, watch and ward staff and menials paid from contingencies and casual labour shall not be entitled to the bonus.

(2) This scheme shall be in force for a period of six months initially. The Government reserve the right to modify or cancel the scheme at the end of this period of six months.

(3) A minimum attendance of 22 days shall be required to enable a worker to earn bonus in a month. In the month of February the minimum attendance shall be 20 days.

(4) Any worker who is punished during the month as a result of disciplinary action shall be disqualified for bonus for the particular month in question.

(5) The base line for operational efficiency shall be 75 per cent. By operational efficiency is meant the percentage efficiency of the vehicles handed over as fit for the line computed over the entire month to the fleet strength taken over the entire month. For 75 per cent efficiency; there shall not be any bonus.

(6) For every 1 per cent over and above the operational efficiency of 75 per cent, the workers noted in paragraph 1 above shall be eligible for a bonus of 1 per cent of their basic wage, subject to a maximum of 5 per cent, after taking into account the addition or deduction for breakdowns given in paragraph 7 below. Fractions below  $\frac{1}{2}$  per cent shall be ignored;  $\frac{1}{2}$  per cent and above shall be reckoned as 1.

(7) The number of breakdowns allowed for every 1,000 miles of operation shall be 1.0. This figure shall be worked out over the total mileage performed for the month and the total breakdowns obtained during the month. If the number of breakdowns is less than 1.0 per 1,000 miles during the month, the difference shall be added to the percentage obtained for operational efficiency. If the breakdowns are more than 1.0 per 1,000 miles, the difference shall be deducted from the operational efficiency; for purpose of breakdowns, the following shall be excluded:—

- (a) Major and minor accidents.
- (b) Tyre failures.
- (c) Shortage of fuel.
- (d) Spring breakage.
- (e) Failure of electric or bulb horn.

(f) Failure of windscreen wiper and similar maintenance defects, which have nothing to do with the maintenance staff and which defects did not exist when the vehicles were handed over for line in the morning.



12th March 1958]

The following shall be classed as breakdowns affecting bonus :—

(a) All engine starting troubles due to defective engine, defective battery, defective self-starter, defect in fuel and ignition system, etc.,

(b) Transmission troubles due to clutch gear, universal, joint, differential, etc.,

(c) Failure of cooling system,

(d) Failure of electrical system,

(e) Defects in steering,

(f) Defects in brakes, and such other defects which are attributable to bad maintenance.

(The Mechanical Engineer shall be the sole judge whether a defect is attributable to maintenance staff or not.)

The following example illustrates the principle :—

Operating mileage for the month .. .. .	1,200,000
Total breakdowns during the month .. .. .	2,400
Number of breakdowns per 1,000 miles .. .. .	2.0
Number of breakdowns allowed .. .. .	1.0
Excess .. .. .	1.0
Deduction to be made from operational efficiency .. .. .	1.0
Operational efficiency for the month .. .. .	79 per cent.
Percentage of efficiency for calculating bonus .. .. .	$79 - 75 - 1 = 3$ per cent.

### APPENDIX III.

Vide answer to starred question No. 299 asked by Sri M. P. Subramanian, Sri K. Sattanatha Karayalar and Sri A. Govindasamy at the meeting of the Legislative Assembly held on 12th March 1958, page 186 supra.]

[SUBJECT.—*Progress of the Neyveli Lignite Project.*]

Earth-moving operations are in progress and a total quantity of 1.8 million cubic yards of overburden has been removed up to the end of December 1957. Construction of temporary quarters in the existing campus and of a Railway siding are in progress. The construction of workshop sheds and a field machinery service station has been completed, and structures for housing the pilot briquetting and carbonising plant are being erected. Plans for the construction of quarters in the regular township have been finalized.

Lands required for the Lignite Project are being acquired in stages; the persons displaced on account of such acquisition will be rehabilitated in the Reserve Forest areas given by the Government.